



TENTATIVE AGREEMENT

BETWEEN

Wayne County Community College District
&
WCCCD Federation of Teachers, AFT Local 2000

For the Contract Commencing January 1, 2007

This Tentative Agreement is executed by and between the bargaining representatives of the Wayne County Community College District Board of Trustees ("the Board" or the "District") and the Wayne County Community College District Federation of Teachers (the "Federation"), and, subject to its ratification by Federation members and approval by the Board, for the Contract commencing January 1, 2007, the parties agree as follows:

1. The duration of the contract shall be for a period of three years commencing January 1, 2007. Medical, optical and dental benefits and all other fringe benefits governed by Article XXIX (Fringe Benefits), shall remain open and the parties shall continue to be obligated to negotiate over these items until the expiration of the contract, unless otherwise agreed in writing by the Federation, with the approval of it's membership, and the District, with the approval of the Board of Trustees. Further, the parties shall be obligated to negotiate over any subjects covered by or related to applicable legislation introduced and/or enacted during the current legislative session, including, without limitation, Senate Bills 418, 419, 420, 421, 546, 547 and their House counterparts, and/or their predecessors or successors.
2. On January 1, 2008, the following provisions of the contract will be re-opened and the parties shall be required to negotiate over them: Article XV (Assignments) and any other provisions of the contract which relate to or must be harmonized with changes in Article XV, Article XVII (Class Size), Article XVIII (Faculty Load), Article XX (Evaluation of Faculty), Article XXIII (Employment), Article XXV (Contract Status), Article XXVIII (Salary Schedules), and including the creation of senior full-time faculty position and Article XXXVI (Distance Education).
3. Full-time faculty members will receive a 2% across the board wage increase in their base compensation retroactive to January 1, 2007.
4. Beginning January 1, 2007, the hourly overload rates for full-time faculty members at step 11 will be merged with the rates for part-time faculty members at each credential level. The overload rates for steps 1 through 10 will be increased, where appropriate, by the amount which the rates at the bachelor, masters and masters+30 levels, respectively, increase at Step 11. Between overload and part-time rates at step 11 the higher rate in each credential category shall prevail.
5. After the adjustment set forth in paragraph 4. above, full-time overload hourly rates and part-time hourly rates will increase by 2% across the board retroactive to January 1, 2007. The wage table initialed and attached reflects the January 1, 2007 wage rates with the 2% increase.

WRA

Handwritten signatures and initials for WRA, JCZ, and BT. The signature for WRA is on the left, followed by JCZ, and then BT. There are also some initials in the middle that appear to be 'W.A.'.



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6. A new rate of \$30 per hour will be created for part-time faculty members who do not have a Bachelor's degree and who first taught on or after January 1, 2007. The College will present to the Federation in the next ten days a list of additional pay classifications and corresponding rates for the less than Bachelor's category. All subsequent changes and additions must be presented to the Federation. In no case will the College pay more than the Bachelor's rate to these part-time faculty members.
7. Senior part-timers (those with more than 100 credit hours) shall be allowed to accumulate up to 15 sick days.
8. The parties will enter into a Memorandum of Understanding in the form attached as Exhibit B to allow full-time faculty members to teach up to 24 contact hours during any spring or fall semester for a three-year period, and to teach up to 22.5 contact hours during the summer 2008 semester only.
9. Part-time retirees with 200 or more credit hours of teaching at the College will be allowed to select up to three (3) classes with a maximum of twelve (12) contact hours during any semester.
10. New language incorporating the following proposals will be reduced to appropriate language and incorporated into Article XXXVI, the Distance Education Article and other appropriate articles of the Contract:
 - A. Full-time distance learning faculty will be required to schedule a minimum of two days per week at an instructional center during any summer semester.
 - B. Full-time faculty who have taught an entire base load in distance learning courses during any spring or fall semester up to and including spring 2007 will be allowed to select all her/his courses in the distance learning modality through the fall, 2010 semester. However, no more than ten (10) full-time faculty members per semester may teach an entire load in the distance learning modality. The parties will meet to identify these full-time faculty members.
 - C. Article XV (A)(2)(f) will be amended to require full-time distance learning faculty who select three DL courses to select a minimum of two day-time non-distance learning classes at her/his assigned home-base campus.
 - D. Each full-time faculty who selects more than three distance learning courses during any semester can satisfy the conference hours of Article XVIII (B) by spending in any combination of at least four (4) hours per week at the either the District's Distance Learning Support Center or at her/his respective home base campus.

WRA

Handwritten signature of WRA.

JCZ

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BT

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BT

Handwritten signature of BT.



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11. Elimination of MOU 3, 5, 7 and 14.
12. After the ratification of a contract by the Federation and approval by the District's Board of Trustees, subject to paragraphs 1 and 2, all proposals will be deemed to have been withdrawn.

On behalf of the Wayne County Community
College District

Handwritten signature of Willie R. Acosta in black ink.

Willie R. Acosta
Executive Assistant to the Chancellor

Dated: 10/2/07

Handwritten signature of James C. Zeman in black ink.

James C. Zeman
Chief Negotiator

Dated: 10/2/07

On behalf of the WCCC Federation
of Teachers, AFT Local 2000

Handwritten signature of James Jackson in black ink.

James Jackson
President-AFT Local 2000

Dated: 10/2/07

Handwritten signature of Beatrice Talpos in black ink.

Beatrice Talpos
Chief Negotiator

Dated: 10/2/07



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Memorandum of Understanding (Exhibit B)

The Wayne County Community College District (hereinafter referred to as the "Employer") and the Wayne County Community College Federation of Teachers, AFT Local 2000 (hereinafter referred to as the "Union") agree as follows:

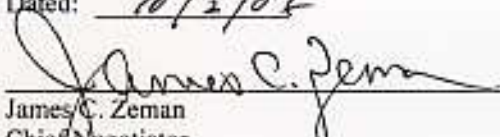
1. The Employer, in the exercise of its discretion accorded under the terms of Article XVIII(H)(2) of the AFT Master Agreement, hereby approves a limit of up to a maximum of twenty-four (24) contact hours for full-time faculty members for the spring and fall, 2008, spring and fall, 2009 and spring and fall, 2010 semesters only.
2. The Employer, in the exercise of its discretion accorded under the terms of Article XVIII(H)(2) of the AFT Master Agreement, hereby approves a limit of up to a maximum twenty-two and half (22.5) contact hours for full-time faculty members for the summer 2008 semester only.
3. Full-time faculty members may select a maximum of seven (7) classes during any spring or fall semester covered by this MOU. Subject to the twenty-four (24) contact hour limitation contained in paragraph 1 above, full-time faculty members teaching clinicals, labs, practicums, field work and other non-lecture sections may exceed the maximum of seven (7) classes.
4. The approval contained in this MOU to exceed the twenty-two (22) contact hour per semester limit, as set forth in Article XVIII(H)(2) of the AFT Master Agreement, does not cover or extend to probationary or temporary full-time faculty members.
5. This Memorandum of Understanding will expire after the fall, 2010 semester and does not create or confer any rights beyond the end of such semester.

This MOU is only effective upon the ratification by the membership of the AFT and approval by the WCCCD Board of Trustees of the Tentative Agreement dated October 1, 2007.

On behalf of the Wayne County Community College District



Willie R. Acosta
Executive Assistant to the Chancellor

Dated: 10/2/07


James C. Zeman
Chief Negotiator

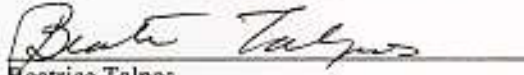
Dated: 10/2/07

On behalf of the WCCCD Federation of Teachers, AFT Local 2000



James Jackson
President-AFT Local 2000

Dated: _____



Beatrice Talpos
Chief Negotiator

Dated: 10/2/07



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Commencing January 1, 2007

July 1, 2006 OVERLOAD				
STEPS	BACHELORS	MASTERS	MASTERS+30	PH.D.
1	\$35.75	\$37.46	\$41.32	\$45.79
	\$38.91	\$40.85	\$42.72	\$46.71
2	\$35.86	\$37.46	\$41.32	\$45.79
	\$39.03	\$40.85	\$42.72	\$46.71
3	\$35.86	\$37.46	\$41.32	\$45.79
	\$39.03	\$40.85	\$42.72	\$46.71
4	\$35.86	\$37.46	\$41.32	\$45.79
	\$39.03	\$40.85	\$42.72	\$46.71
5	\$35.86	\$37.46	\$41.32	\$45.79
	\$39.03	\$40.85	\$42.72	\$46.71
6	\$35.86	\$37.46	\$41.32	\$45.79
	\$39.03	\$40.85	\$42.72	\$46.71
7	\$36.75	\$38.34	\$43.46	\$48.84
	\$39.81	\$41.75	\$44.90	\$49.79
8	\$37.66	\$39.22	\$45.60	\$51.83
	\$40.86	\$42.65	\$47.08	\$52.87
9	\$38.52	\$40.11	\$47.75	\$54.84
	\$41.74	\$43.55	\$49.28	\$55.94
10	\$40.84	\$42.42	\$49.88	\$57.85
	\$44.07	\$45.91	\$51.45	\$59.01
11	\$44.10	\$45.80	\$53.87	\$62.49
	\$47.43	\$49.36	\$55.52	\$63.74

SUBJECT TO CALCULATIONS APPROVAL BY BOTH FEDERATION AND DISTRICT

WRA Dated: 10/2/07 ICZ Dated: 10/2/07
 JJ Dated: 10/2/07 BT Dated: 10/2/07